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EFFECTIVE FUNCTIONING OF HUMAN RIGHTS MECHANISMS: ADAPTATION AND STRENGTHENING OF THE UNITED NATIONS MACHINERY FOR HUMAN RIGHTS

Composition of the staff of the Office of the United Nations High Commissioner for Human Rights

Report of the High Commissioner

Introduction

1. The Commission on Human Rights, in its resolution 1998/46, requested the High Commissioner for Human Rights to submit a comprehensive report on the staff of her Office containing the following information: (a) the composition of the staff, organized by United Nations regional groups and reflecting grade, nationality and gender, including with regard to non-regular staff; (b) measures adopted to improve the current situation and their results; and (c) recommendations to improve the current situation.

2. It is recalled that the official report on the composition of the Secretariat is submitted annually by the Secretary-General to the General Assembly in accordance with a number of Assembly resolutions, the most recent of which is resolution 52/219. The latest report is contained in document A/53/375. The composition of the staff of the United Nations Secretariat is assessed at the global Secretariat level and not at the departmental level.

3. The present report of the High Commissioner is submitted pursuant to the request of the Commission on Human Rights. It consists of the following two tables:

(a) Table 1: regular OHCHR staff in the Professional and above category, by nationality, grade and gender, assigned to posts subject to geographical distribution, as of 31 December 1998;

(b) Table 2: OHCHR staff members in the Professional and above category, by nationality, grade and gender, falling under the following categories, as of 31 December 1998: (i) temporary staff in the Professional and above categories holding appointments of less than one year (not subject to geographical distribution); (ii) staff employed as technical cooperation personnel; and (iii) staff specifically appointed for mission service.

4. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which states:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

5. The High Commissioner appreciates the support of the Commission to improve the chronic shortage of staff in the Office of the High Commissioner for Human Rights. Faced with mounting tasks and severe shortage of staff, the High Commissioner is in the process of exploring channels within the regular budget and from voluntary sources to improve the staffing situation. The recruitment of a fund-raiser is currently under way.

Table 1

OHCHR STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND LEVEL, SHOWING NUMBER OF FEMALE STAFF
(as at 31 December 1998)

Region/Country of Nationality	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
AFRICA																				
Algeria	2	0									1				1					
Cameroon	1	0											1							
Côte d'Ivoire	2	0													2					
Equatorial Guinea	1	0													1					
Ghana	1	0							1											
Senegal	3	1					1						1	1						
South Africa	1	0									1									
Sudan	1	0													1					
Sub-Total	**12**	**1**	**0**	**0**	**0**	**0**	**1**	**0**	**1**	**0**	**2**	**0**	**2**	**1**	**5**	**0**	**0**	**0**	**0**	**0**
ASIA AND THE PACIFIC																				
Australia	1	1														1				
Cambodia	1	1														1				
China	1	1																1		
Japan	2	0									1				1					
Malaysia	1	1								1										
Mongolia	1	0															1			
Philippines	1	0													1					
Republic of Korea	1	1														1				
Sri Lanka	1	1												1						
Viet Nam	1	1														1				
Sub-Total	**11**	**7**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**1**	**0**	**0**	**1**	**2**	**4**	**1**	**1**	**0**	**0**
EASTERN EUROPE																				
Poland	1	0									1									
Russian Federation	1	0											1							
Ukraine	2	0											2							
Yugoslavia	1	1														1				
Sub-Total	**5**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**3**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
WESTERN EUROPE																				
Finland	1	1														1				
France	4	0											2		2					
Germany	3	1											1			1	1			
Greece	1	1										1								
Ireland	2	2		1								1								
Italy	6	2									2	1	1			1	1			
Malta	1	0							1											
Netherlands	2	1											1			1				
Spain	5	4											1			4				
United Kingdom of Great Britain and Northern Ireland	2	1													1	1				
Sub-Total	**27**	**13**	**0**	**1**	**0**	**0**	**0**	**0**	**1**	**0**	**2**	**3**	**6**	**0**	**3**	**9**	**2**	**0**	**0**	**0**

Region/Country of Nationality	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
LATIN AMERICA																				
Brazil	1	1														1				
Costa Rica	1	0							1											
El Salvador	1	0															1			
Mexico	1	1										1								
Peru	1	0													1					
Sub-Total	5	2	0	0	0	0	0	0	1	0	0	1	0	0	1	1	1	0	0	0
MIDDLE EAST																				
Iran (Islamic Republic of)	1	1										1								
Israel	1	0											1							
Lebanon	1	1																1		
Saudi Arabia	2	1												1			1			
Sub-Total	5	3	0	0	0	0	0	0	0	0	0	1	1	1	0	0	1	1	0	0
NORTH AMERICA AND THE CARIBBEAN																				
Bahamas	1	1																1		
Canada	1	0													1					
Guyana	2	1			1													1		
United States of America	11	3									1	1	3	1	4	1				
Sub-Total	15	4	0	0	1	0	0	0	0	0	1	1	3	1	5	1	0	1	0	0
OTHERS																				
Switzerland	1	1														1				
Sub-Total	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
TOTAL	81	32	0	1	1	0	1	0	3	1	7	6	15	4	16	17	5	3	0	0

Table 2

NON-REGULAR OHCHR STAFF BY NATIONALITY AND LEVEL, SHOWING NUMBER OF FEMALE STAFF

(as at 31 December 1998)

Country of Nationality	Total staff		USG		ASG		D-2/L-7		D-1/L-6		P-5/L-5		P-4/L-4		P-3/L-3		P-2/L-2		P-1/L-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
AFRICA																				
Algeria	1	0													1					
Benin	1	0													1					
Burkina Faso	1	0															1			
Cameroon	1	0													1					
Côte d'Ivoire	1	0											1							
Egypt	1	1																1		
Equatorial Guinea	1	0											1							
Mali	2	1												1	1					
Mauritania	2	0									1				1					
Mauritius	1	1																		1
Morocco	1	0															1			
Senegal	1	0													1					
Sudan	1	0									1									
Togo	1	0															1			
Tunisia	2	1									1							1		
Uganda	1	0															1			
Zaire	1	0													1					
Sub-Total	**20**	**4**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**3**	**0**	**2**	**1**	**7**	**0**	**4**	**2**	**0**	**1**
ASIA AND THE PACIFIC																				
Australia	2	1					1											1		
India	1	0															1			
Sub-Total	**3**	**1**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**1**	**0**	**0**
EASTERN EUROPE																				
Czech Republic	1	0											1							
Sub-Total	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
WESTERN EUROPE																				
Andorra	1	1																1		
Austria	1	0															1			
Finland	2	1															1	1		
France	8	6											1			1	1	4		1
Germany	2	1													1			1		
Italy	5	3									1		1					3		
Netherlands	2	1												1	1					
Spain	2	1													1	1				
Sweden	2	1											1			1				
United Kingdom of Great Britain and Northern Ireland	2	1												1			1			
Sub-Total	**27**	**16**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**3**	**2**	**3**	**3**	**4**	**10**	**0**	**1**

Region/Country of Nationality	Total staff		USG		ASG		D-2/L-7		D-1/L-6		P-5/L-5		P-4/L-4		P-3/L-3		P-2/L-2		P-1/L-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
LATIN AMERICA																				
Argentina	1	0															1			
Guatemala	1	1																1		
Peru	3	3														1		1		1
Uruguay	1	0													1					
Sub-Total	**6**	**4**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**1**	**1**	**2**	**0**	**1**
MIDDLE EAST																				
Iran (Islamic Republic of)	1	1														1				
Sub-Total	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
NORTH AMERICA AND THE CARIBBEAN																				
Canada	5	1											2		1	1			1	
Saint Lucia	1	1														1				
United States of America	9	6												1	2	2	1	3		
Sub-Total	**15**	**8**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**1**	**3**	**4**	**1**	**3**	**1**	**0**
OTHERS																				
Switzerland	2	2																2		
Sub-Total	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**0**	**0**
TOTAL	**75**	**36**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**4**	**0**	**8**	**4**	**14**	**9**	**11**	**20**	**1**	**3**